

NOTICE TO EMPLOYEES REGARDING THE NEVADA PREGNANT WORKERS' FAIRNESS ACT

Female employees have the right to be free from discriminatory or unlawful employment practices under the Nevada Pregnant Workers' Act (Act) and NRS 613.335. As such, the State of Nevada or State Agencies, will provide reasonable accommodations to a female employee or applicant for employment upon request of the employee or applicant for a condition relating to pregnancy or childbirth, or a related medical condition, unless such accommodation would cause undue hardship to the State of Nevada or State Agencies.

REQUESTS FOR ACCOMMODATION

Female employees should direct any request for an accommodation to their immediate supervisor. The State of Nevada or State Agencies will engage in a timely, good faith and interactive process to determine an effective, reasonable accommodation for the employee. Potential accommodations for employees include a change in the work environment or in the way procedures are customarily carried out that allows the employee to have equal employment opportunities, including the ability to perform the essential function of the position and to have benefits and privileges of employment that are equal to those available to other employees.

Unlawful employment practices by an employer may include, but are not limited to: a requirement to take a leave of absence as an accommodation if a reasonable accommodation is available that would allow the employee to continue to work; refusal to promote, transfers, refusal to reinstate to the same or an equivalent position upon return to work, taking other action which affects the terms or conditions of employment in a manner not desired by the employee, or any adverse action because the employee requested or used a reasonable accommodation under this Act.

Potential accommodations for applicants may include modification to the application process or the manner in which procedures are customarily carried out that allows the applicant to be considered for employment or hired for a position.

Examples of reasonable accommodations include, but are not limited to: modifying equipment or providing different seating; revising break schedules, including the frequency or duration of breaks; providing space in an area other than a bathroom to be used for expressing breast milk; assisting with manual labor that is incidental to the primary work duties of the employee; light duty work; temporary transfers to a less strenuous or hazardous position; or restructuring a position or providing a modified work schedule.

No female employee or applicant affected by a condition relating to pregnancy or childbirth or a related medical condition will be:

- Required to accept an accommodation the employee or applicant did not request or chooses not to accept;
- Denied an employment opportunity to an otherwise qualified female employee or applicant based on the need for a reasonable accommodation.

The State of Nevada or State Agencies reserve the right to make exceptions to the foregoing based upon a bona fide occupational qualification as permitted by the Act. The State of Nevada or State Agencies further reserve the right to require a female employee to provide an explanatory statement from the employee's physician concerning the specific accommodation recommended for the employee.

The State of Nevada or State Agencies are not required by the Act to create a new position that would not have otherwise been created, unless the State of Nevada or State Agencies have created or would have created such a position to accommodate other classes of employees. The State of Nevada or State Agencies are not required by the Act to discharge any employee, transfer any employee with more seniority or promote any employee who is not qualified to perform the job, unless the employer has taken or would take such an action to accommodate other classes of employees.

NEVADA PREGNANT WORKERS' FAIRNESS ACT, 2017 Nevada Laws Ch. 319 (SB 253)

[Please execute and return the Acknowledgment of Receipt on following page.]

ACKNOWLEDGEMENT OF RECEIPT

I acknowledge that I received, read and understand the NOTICE TO EMPLOYEES REGARDING THE NEVADA PREGNANT WORKERS' FAIRNESS ACT.

Employee printed name

Date

Employee signature

ACKNOWLEDGEMENT OF RECEIPT

I acknowledge that I received, read and understand the NOTICE TO EMPLOYEES REGARDING THE NEVADA PREGNANT WORKERS' FAIRNESS ACT. **I further acknowledge that I received the Notice within 10 days of informing my supervisor of my pregnancy.**

Employee printed name

Date

Employee signature